

## **PPSEL: Differential Pay Plan** (Revised 9/20/2013)

**Rationale:** PPSEL utilizes the *Expeditionary Learning Core Practices: Curriculum, Instruction, Assessment, Culture and Character, and Leadership*. Our Differential Pay System is focused on *Student Portfolios* and *Student Led Conferences*, which is a part of the *Assessment Core Practices*.

### **Core Practice #24: Communicating Student Achievement.**

#### **Section E: Student Led Conferences**

1. *The School schedules time at least twice per year to engage students and their families in conferences in which students communicate their progress toward both academic learning targets and habits of scholarship.*
2. *The school engages families in the process by sharing expectations, schedules, and information in advance of the conferences. Families understand their role, the student's role, and the purpose of the conference.*
3. *The school creates structures to prepare students for conferences (e.g. assisting them in archiving and selecting work).*
4. *Teachers support students in articulating their progress and identifying areas for growth.*
5. *Students select expedition and project work to demonstrate mastery of learning targets. They complete self-assessments of their performance and share those with their families.*
6. *Students practice specific conference skills, such as eye contact, clear articulation of ideas, and presenting evidence to support statements.*

#### **Section F: Portfolios**

1. *Students archive and organize their work across subject areas using a system that has been agreed upon school-wide. Students then select specific work for student-led conferences, presentations of learning, and/or passages.*
2. *Students' portfolios demonstrate proficiency of content and skills over time. They also show students' growth and proficiency regarding habits of scholarship.*
3. *Portfolios include rubrics linked to learning targets for major projects and assignments.*
4. *Students' portfolios include multiple drafts, self-reflections, and feedback from teachers that show how their work has improved and how they have met the learning targets.*

A large part of our assessment tracking, grading and reporting of student growth and achievement is our Student Portfolios and Student Led Conferences. For our students to successfully create a portfolio and share their learning at a Student Led Conference, it takes the dedication of the entire staff. The successful of our Student Portfolios and Student Led Conferences, require employees to work beyond their contractual hours and their basic job responsibilities. PPSEL values the work of all its employees. Our differential pay system is designed to give equal opportunity to earn a share of our Differential Pay Funds. This has been discussed and agreed upon by the PPSEL Governing Board and all faculty members of PPSEL.

**Roles and Responsibilities:** All staff members will work towards the common purpose of successful completion of Student Portfolios and Student Led Conferences. Each group of employees will fill a variety of roles and have a set of responsibilities.

**General Education Teachers:** General Education Teachers are responsible for instructing, guiding and assisting students through the Student Portfolio creation and Student Led Conference preparation. They will communicate with Specialist Teachers to ensure that all students can demonstrate growth in their Student Portfolios and share that growth with Families during Student Led Conferences. General Education Teachers will also work with classified staff to communicate effectively with parents the importance of family attendance and the creation of a clean and beautiful environment for Student Led Conferences.

**Specialist Teachers:** Specialists like our Reading Support Teacher and Special Education Teacher would directly impact student portfolios through their academic support groups. The Special Education Teacher will help Special Education Students write portfolio entries and organize their thoughts for Student Led Conferences. The Reading Support Teacher will review portfolios with students receiving targeted assistance and help them practice reading their selections. The PE Teacher will assist in the creation an Adventure Page for Student Portfolios.

**Classified Staff:** Classified employees support the efforts of our General Education and Specialist teachers. They assist in organizing Student Led Conferences by establishing lines of communication, creating a program for Student Led Conferences, and the preparation and beautification of school spaces to create a useful environment for conferencing.

**Director of Operations:** The Director of Operations will be responsible for delegating tasks for overseeing and supporting teachers working with students to create Student Portfolios. The Director of Operations will also be responsible with coordinating Classified Staff's efforts to support teachers with Student Led Conferences.

**Tracking and Distribution:** There will be Portfolio checklists that will be completed for each student's portfolio. Those will be used to record which students have completed a Student Portfolio demonstrating student growth and achievement. There will also be a Family Sign In Sheet at every classroom during Student Led Conferences to track family participation. Distribution will be based off of an average of either Student Portfolio and/or Student Participation in a Student Led Conference. There will be an opportunity in the fall and spring to earn part of a share. Once the number of shares is determined at the end of they year, the funds will be divided amongst the shares. The Differential Pay Funds will be distributed to staff before June 2, 2013.

**Full-Time (1 FTE) General Education and Specialist Teachers**

	<b>1.00 Share</b>	<b>0.75 Share</b>	<b>0.50 Share</b>	<b>0.25 Share</b>
<b>Student Portfolio Completion</b>	At least 80% of students served completed the task in both the Fall and Spring Terms.	At least 70% of students served completed the task in both the Fall and Spring Terms.	At least 60% of students served completed the task in both the Fall and Spring Terms.	At least 50% of students served completed the task in both the Fall and Spring Terms.
<b>Student Led Conference Participation</b>	At least 60% of students served in both the Fall and Spring Terms.	At least 50% of students served in both the Fall and Spring Terms.	At least 40% of students served in both the Fall and Spring Terms.	At least 30% of students served in both the Fall and Spring Terms.

**Part-Time (0.25-0.99 FTE) General Education and Specialist Teachers**

	<b>0.50 Share</b>	<b>0.375 Share</b>	<b>0.25 Share</b>	<b>0.125 Share</b>
<b>Student Portfolio Completion</b>	At least 80% of students served completed the task in both the Fall and Spring Terms.	At least 70% of students served completed the task in both the Fall and Spring Terms.	At least 60% of students served completed the task in both the Fall and Spring Terms.	At least 50% of students served completed the task in both the Fall and Spring Terms.
<b>Student Led Conference Participation</b>	At least 60% of students served in both the Fall and Spring Terms.	At least 50% of students served in both the Fall and Spring Terms.	At least 40% of students served in both the Fall and Spring Terms.	At least 30% of students served in both the Fall and Spring Terms.

**Full-Time Classified Staff (25-40 hrs/ Wk)**

	<b>0.50 Share</b>	<b>0.375 Share</b>	<b>0.25 Share</b>	<b>0.125 Share</b>
<b>Student Led Conference Participation</b>	At least 60% of students school wide in both the Fall and Spring Term.	At least 50% of students school wide in both the Fall and Spring Term.	At least 40% of students school wide in both the Fall and Spring Term.	At least 30% of students school wide in both the Fall and Spring Term.

**Part-Time Classified Staff (10-24 hrs/ Wk)**

	<b>0.25 Share</b>	<b>0.1875 Share</b>	<b>0.125 Share</b>	<b>0.0625 Share</b>
<b>Student Led Conference Participation</b>	At least 60% of students school wide in both the Fall and Spring Term.	At least 50% of students school wide in both the Fall and Spring Term.	At least 40% of students school wide in both the Fall and Spring Term.	At least 30% of students school wide in both the Fall and Spring Term.

**Full-Time Director of Operations**

	<b>1.00 Share</b>	<b>0.75 Share</b>	<b>0.50 Share</b>	<b>0.25 Share</b>
<b>Student Led Conference Participation</b>	At least 60% of students school wide in both the Fall and Spring Term.	At least 50% of students school wide in both the Fall and Spring Term.	At least 40% of students school wide in both the Fall and Spring Term.	At least 30% of students school wide in both the Fall and Spring Term.